



**CITY AND COUNTY OF HONOLULU  
SALARY COMMISSION**

REGULAR MEETING  
COUNCIL CHAMBERS, 530 SOUTH KING STREET

**MINUTES OF THE FOURTH MEETING OF THE COMMISSIONERS  
March 23, 2007**

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01) Call to order.

Acting Chair Bob Kamemoto called the meeting to order at 4:04 p.m. in Council Chambers.

Commissioners present at meeting.

David Akina, Bob Kamemoto, Lisa Kim, Paul Oshiro, and Al Yamada

EXCUSED: Laudra Eber and Guy Tajiri

Commission staff.

Jeni Eddington, Executive Secretary

By invitation.

Amy Kondo, Department of the Corporation Council  
Denise Miyahara, Department of Human Resources

02) Approval of minutes.

Motion No. 1. There was a motion by Commissioner Kim to approve and file the minutes from the March 15, 2007 meeting. Commissioner Akina seconded this motion with ayes from all commissioners present.

03) Old business.

A) Ad Hoc Investigative Committee – Recommendations to the full Commission

Acting Chair Kamemoto stated that the Ad Hoc Investigative Committee met on Friday, March 16, 2007 to finalize their recommendation to the Commission regarding salary increases.

Commissioner Akina stated that the Committee's recommends the following salary increases in FY08:

Position	Increase
Managing Director and Deputy Managing Director Department Directors and Deputy Department Directors (excluding Police and Fire)	4.5%
Mayor, Council Chair, and Councilmembers	5.0%
Chiefs and First Deputy Chiefs of the Fire and Police Departments	6.0%
First Deputy of the Prosecuting Attorney	8.0%
Prosecuting Attorney	10.0%

Commissioner Akina said that the FY08 recommendation represents a 4.94% (\$233,419) increase to FY07 salaries, not including fringe benefits. He said that the Committee's focus was on public safety including the Police and Fire Departments, and the Prosecuting Attorney. Commissioner Akina stated that the Committee's recommendation to increase the Prosecuting Attorney's salary by 10% was based the goal of bringing that position's salary into parity with the Police Chief and Fire Chief based on historical data.

Ms. Kim added that the Committee's was also working within a 4% to 5% FY08 increase. She said that there was concern that Council would not approve the recommendation if it exceeded five percent.

**[Mr. Yamada questioned the widening of the salary gap between supervisor and subordinate salaries, and what basis supports this recommendation. He was not opposed to the increase of the supervisors or superiors.]**

- Commissioner Kim responded that the Committee wanted to maintain a salary gap between the Mayor and the Managing Director salaries while maintaining a reasonable relationship between the Managing Director and Deputy Managing Director salaries.

Commissioner Kim said that the Committee initially focused on a three-tier system in which the Police Chief, Fire Chief, and Prosecuting Attorney comprise the first tier, and the other

positions are divided between lower tiers. She said that this approach led to a large gap between recommended salary increases – between 1.5% and ten percent.

- Commissioner Akina added that the recommendation is not likely to be accepted by Council if there is a large disparity in percent increases. He stated that the Prosecuting Attorney's recommended increase of 10% is justified because this position was recently on par with the Police Chief and Fire Chief, it is a public safety position, and it was the Committee's belief that the Prosecuting Attorney is currently underpaid.

Commissioner Akina stated that the Committee initially recommended an increase of 1.5% for the Managing Director based on the instability of the position but increased it to 4.5% to close the gap in percentage increases. He said that the recommendation was at risk due to the large disparity.

Commissioner Yamada recommended that the Managing Director and Deputy Managing Director receive the same percent increase as the Mayor, Council Chair and Councilmembers.

Commissioner Oshiro commended the Committee for their recommendation and said that he supports basing salary increases on job responsibility and duties. He stated that he is pleased that the differential between the Managing Director and Department Directors that was established in FY07 would be maintained.

Motion No. 2. There was a motion by Commissioner Oshiro to receive the Ad Hoc Investigative Committee's recommendation. Commissioner Yamada seconded this motion with ayes from all commissioners present.

04)

New business.

A) Public testimony.

Acting Chair Kamemoto asked if anyone in the audience would like to testify before the Commission. There was none.

B) Other Matters.

Acting Chair Kamemoto asked there were any additional topics that the Commissioners would like to discuss. There was none.

C) Announcement – Next Meeting date.

Acting Chair Kamemoto reminded the Commission that the final meeting of the Salary Commission would take place in April 2007, and would include a public hearing. He requested that Commissioners forward their availability to Ms. Eddington, for the period between April 20<sup>th</sup> and 27<sup>th</sup>, to in order to schedule that meeting.

05) Adjournment.

Motion No. 3. At 4:19 p.m., Commissioner Yamada moved to adjourn this meeting and this motion was seconded by Commissioner Kim with ayes from all commissioners present.

Respectfully submitted,

Jeni F. Eddington, Executive Secretary  
Salary Commission